

NPIC/TSSG/DED-1710-69
7 July 1969

MEMORANDUM FOR: Executive Officer, TSSG

SUBJECT: Recruitment and Hiring Guidelines for NPIC Professional Positions

REFERENCE: Personnel Branch Memorandum dated 26 June 1969, same subject

1. On 1 July 1969 you forwarded a memorandum from the Chief, Personnel Branch, with a listing of recommended guidelines for the hiring of professional personnel. At your request we have reviewed the referenced document and find it generally acceptable. However, there are two areas of concern. First, there is no definition of what is meant by guidelines. If the intent is to establish a framework from which to function and to establish some degree of continuity, then this is an excellent start. However, we would not wish to be bound to the extent that the guidelines become sacrosanct. We have two excellent examples in [redacted] who was hired at the GSP-13 level, and [redacted] who was hired at the GSS-9 level with only a bachelor's degree. In both cases their performance has totally justified our decision. Both also would fall within a gray area of definition since [redacted] came from a five-year school in which work experience was an integral part of the program and [redacted] had done research work in an applicable area.

2. Generally speaking, the guidelines are realistic and should solve DED's requirements, as long as we would be permitted to deviate from them in exceptional instances. It is further recommended that this document should not remain static. Hiring conditions change, some technological areas advance faster than others, and the law of supply and demand is very pertinent to our operations. As a consequence, it is strongly recommended that these guidelines be automatically reviewed and up-dated on at least an annual basis.

[redacted]
Chief, Development & Engineering Division

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